



HM Prison &
Probation Service

Action Plan: HMYOI Wetherby and Keppel

Action Plan Submitted 17 October 2018

A Response to the HMIP Inspection 5-15 March 2018

Report Published 26 July 2018

INTRODUCTION

HM Inspectorate of Prisons (HMIP) is an independent inspectorate which provide scrutiny of the conditions for and treatment of prisoners. They report their findings for prisons and Young Offender Institutions across England and Wales to Ministry of Justice (MOJ) and Her Majesty's Prison and Probation Service (HMPPS). In response to the report HMPPS / MOJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provides specific steps and actions to address these. Actions are clear, measurable, achievable and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the HMPPS web based Prison Finder. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measureable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There must be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There must be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.



ACTION PLAN: HMCIP REPORT

ESTABLISHMENT: HMYOI Wetherby and Keppel

1. Rec No	2. Recommendation	3. Agreed/Partly Agreed/Not Agreed	4. Response Action Taken/Planned	5. Function Responsible/Policy Lead	6. Target Date
	Main recommendations to the Governor				
5.1	The response to bullying and violence should be better coordinated and include effective support for victims. Monthly safeguarding meetings should analyse trends and direct clear action to reduce levels of violence at Wetherby. (S40)	Agreed	<p>Through consultation with staff, young people and other stakeholders, a policy will be developed which will provide clarity, coordination and consistency in the management of perpetrators of bullying and violence. The policy will be linked to the Incentives and Earned Privileges (IEP) scheme/Behaviour Improvement Ladder Initiative, and Prison Discipline Procedures (adjudication process), along with effective notification and communication with the Casework Team.</p> <p>A Safer Custody Analyst was introduced in August 2018. This member of staff is responsible for interviewing all young people involved in bullying incidents. In addition they complete a violence reduction analysis in order to provide an executive summary of all occurrences. One to one interviews with those involved in acts of violence has been introduced.</p> <p>Effective support for victims will be delivered through the TARGET Support Plan, a programme introduced to support victims of bullying, which will be fully embedded and reviewed in conjunction with young people.</p> <p>The Terms of Reference of the Monthly Safeguarding Meeting will be revised to specifically include mandatory attendance from a Security Analyst. Trends will be analysed at the monthly meeting and actions will be generated based on Security Intelligence and both local and national violence data monitoring e.g. Violence Diagnostic Tool.</p>	Governor Governor Governor Governor	October 2018 Completed Completed December 2018
5.2	Governance procedures should focus on identifying and addressing poor de-escalation, reducing the use of pain, and challenging the failure to use body-worn video	Agreed	The local Use of Force training package will be reviewed to provide increased emphasis on de-escalation, the use of Body Worn Video Cameras (BWVC), and the extreme circumstances where pain-inducing techniques are legally permitted. A daily governance/management check will be introduced to be completed by the duty governor or orderly officer to review every incident of Use of Force and any concerns will be escalated accordingly.	Governor	October 2018



	cameras. Local training should be reviewed to ensure that staff can employ alternative options before resorting to the use of force. (S41)		In addition to the above, the issuing and use of BWVC is under review. Instructions will be issued to staff on the revised local protocol following the review. This protocol will identify which staff are required to collect and use BWVCs as well as providing details on action to be taken in the event of non-compliance with the protocol.		
5.3	Boys with protected characteristics should have a range of consistent, reliable ways to raise concerns and have them addressed. Negative perceptions held by particular groups should be understood and the causes investigated to identify any remedial action needed. (S42)	Agreed	<p>A system will be introduced to allow the manager overseeing Equalities/Diversity issues to have sight of complaints which are linked to protected characteristics. This will allow for any trends/negative perception arising from both Discrimination Incident Report Forms (DIRF) and complaints to be identified and the findings will be shared monthly with the Senior Management Team.</p> <p>Diversity representatives will be recruited by December 2018. Being a Diversity representative will involve young people working with the Equalities team to spread their knowledge and assist with queries from other young people about Diversity and Equality. This role will be in addition to their allocated education pathway. There will be a clear specification for the role young people are being asked to provide and additional support and training will be given to all representatives.</p> <p>Equality forums will be held for all of the relevant protected characteristic groups on the main site and Keppel in line with a quarterly schedule. The forums will look at all aspects of prison life. Any concerns raised will be addressed by the relevant manager. Records of the concerns raised and actions taken will be logged, and outcomes will be circulated to all young people.</p>	Governor	December 2018
	Recommendation to the Youth Custody Service				
5.4	The Youth Custody Service and regional resettlement consortia should seek to replicate the South and West Yorkshire accommodation protocol to ensure that appropriate accommodation is secured	Partly Agreed	<p>This recommendation is partly agreed as Youth Offending Teams (YOTs) are responsible for ensuring appropriate accommodation is secured for young people ahead of their release. It is also for the Youth Justice Board (YJB) and YOT to try to replicate the South and West Yorkshire protocol around the estate.</p> <p>Whilst the YCS will support where possible, it is for the YJB to share good practice around the local YOTs and community regarding resettlement.</p>	Director of Youth Custody Services (HMPPS)	Completed and ongoing



	in good time for all young people. (4.10)				
	Recommendation to the Prisoner Escort and Custody Service				
5.5	On completion of their court appearance, boys should be transferred to limit the time spent in court cells and should be prioritised for drop off at the receiving prison. (1.4, repeated recommendation 1.4)	Partly Agreed	<p>This recommendation is partly agreed due to the conditions reflected in the Prisoner Escort Contracted Services (PECS) contract.</p> <p>The objective of minimising the time prisoners spend waiting in court cells is stipulated in the PECS contract. The distances between the courts and the prison establishment means that where another prisoner is transferred on the same vehicle to a location on route, the vehicle will drop this prisoner first, before completing the journey with the young person. This action is reflected within the PECS contract.</p> <p>Where late arrivals occur, the PECS contractor will be subject to contract delivery indicators where it is confirmed that they are culpable of the failing.</p>	Director of Prisons (HMPPS)	Completed and ongoing
	Recommendations to the governor				
	Courts, escort and transfers				
5.6	Boys should not be routinely handcuffed from or to escort vehicles without a risk assessment. (1.5)	Partly Agreed	<p>This recommendation is partly agreed as escorts at HMYOI Wetherby are obliged to follow national instructions, and Prison Service Instruction (PSI) 33/2015 stipulates that restraints must be used for all escorts. The establishment have confirmed with the national security audit team that as escorts start at the point of discharge in Reception, young people must be cuffed at that point onwards in order to comply with that PSI.</p> <p>PECS' contract staff must comply with the local security strategy of the prison. Where there are specific risks associated with the movement of a young person from a vehicle to reception, the prison establishment must confirm with the PECS contractor staff the level of restraints employed.</p>	Director of Prisons (HMPPS)	Completed and ongoing
	Early days in custody				



5.7	All new receptions should be given the opportunity to take a shower on their first night. (1.15)	Agreed	The First Night in Custody process will be reviewed to ensure all newly received detainees are given the opportunity to shower on their first night in custody.	Governor	December 2018
5.8	All boys on the first night unit should have a regime which keeps them occupied. Time locked in cells during the working day or at weekends should be limited. (1.16)	Agreed	The Induction timetable/schedule will be reviewed in order to maximise the time out of cell during the period on Induction. The expanded schedule will increase access to stakeholders, regime activities, showers and phone calls. All young people will be out of cell on a weekend for kit change, canteen association and access to physical education, chaplaincy, and visits.	Governor	December 2018
	Safeguarding				
5.9	All safeguarding meetings should be well attended and focused on actions. (1.23)	Agreed	<p>The Terms of Reference for all Safeguarding meetings will be reviewed and attendance mandated for key stakeholders. An action plan will be developed at the end of every Safeguarding meeting and all actions are allocated to an owner. The action plan will then be circulated prior to every meeting by the Safeguarding administrator who tracks all responses and updates the plan as and when required.</p> <p>Concerns regarding attendance will be challenged by the Head of Safeguarding and supported by the Deputy Governor.</p>	Governor	December 2018
	Child protection				
5.10	Child protection arrangements should be robust. Investigations should be prompt and underpinned by clear procedures, agreed with external safeguarding partners and reinforced by appropriate escalation procedures. (1.28, repeated recommendation 1.31)	Agreed	<p>The proposed local child protection arrangements will be reviewed and finalised in conjunction with the new Social Work Team Leader and the Local Authority. These will clearly define the processes, timescales and escalation routes for Child Protection Referrals.</p> <p>Record keeping of referrals (including actions/interviews) will be overseen by the Head of Safeguarding. Every Child Protection referral is quality assured on receipt by the Head of Safeguards and/or the Social Work Team Leader prior to being submitted to the Governor for their consideration. All referrals are discussed at the weekly Safeguarding meeting. A log of all referrals will be maintained, including a log of any discussions involving Child Protection.</p>	Governor	December 2018



5.11	Children should never be strip-searched under restraint. (1.29, repeated recommendation 1.32)	Not Agreed	Section 9 of PSI 06/2014, Use of Force in the Young People's estate, details the circumstances that allow for the full searching of a young person under restraint and the approval level required.		
	Victims of bullying and intimidation				
5.12	Formal support for victims should be implemented. (1.35)	Agreed	<p>The target support plan that was newly introduced at the time of the inspection will continue to be publicised and more widely embedded across the establishment. A system of management checks will be put in place to ensure that the target support is being undertaken correctly.</p> <p>Young people that are being supported through target support will be discussed at the weekly Safeguarding meeting to ensure that issues are communicated to all departments. Young people that have been subject to the target process will be consulted to determine whether they have received appropriate support.</p>	Governor	October 2018
5.13	Victims of bullying and violence should be enabled to access a constructive regime. (1.36)	Agreed	As part of the review of the 'Target Support Plan', bespoke regime timetables for the victims of bullying and violence will be implemented and form an integral part of the support plan.	Governor	October 2018
	Suicide and self-harm protection				
5.14	Boys on an open ACCT should have regular, predictable time out of cell including education, exercise and leisure time. (1.40)	Agreed	As part of the Assessment, Care in Custody and Teamwork (ACCT) management process, bespoke regime timetables will be created which provide regular and predictable access to time out of cell which includes domestic, education and exercise.	Governor	December 2018
5.15	Suicide and self-harm refresher training should be available to all staff. (1.41, repeated recommendation 1.42)	Agreed	A training plan has been developed and underway to deliver suicide and self-harm (SASH) awareness training by December 2018. The training plan is managed and monitored by the Head of Business Assurance in conjunction with the Deputy Governor.	Governor	December 2018



			Assessment Care and Custody Teamwork (ACCT) Case Management Training is currently being rolled out across the site and due for completion by December 2018.		
	Behaviour management				
5.16	Behaviour management should be coordinated effectively and links to safeguarding should be better developed. (1.48)	Agreed	The Behaviour Management Strategy will be reviewed and provide links to other policies (including Violence Reduction and Victim Support). The co-ordination of Behaviour Management will be jointly owned by the Head of Safeguards and Head of Residence.	Governor	October 2018
5.17	BILS should be more flexible and boys on the silver level of the rewards and sanctions scheme should be allowed all corresponding privileges. (1.49)	Agreed	The 4-week staged progression approach under the establishment's Behaviour Improvement Ladder Scheme (BILS) will be reviewed. Consultation with residential staff and young people who have gone through the current BILS process will be conducted to determine at what stage it is most appropriate for association, dine out, and recreational Physical Education (PE) to be re-instated.	Governor	October 2018
5.18	Behaviour improvement targets should focus on the issues that have caused poor behaviour. (1.50)	Agreed	The BILS which have been undertaken during April, May and June 2018 will be examined and the reason for the poor behaviour causing the initiation of the BILS process determined. A suite of targets appropriate to address the causes of poor behaviour will be created as a source of reference and best practice. The BILS process Quality Assurance is provided by the Residential Custodial Managers on a monthly basis.	Governor	December 2018
	Security and disciplinary procedures				
5.19	Adjudicators should ensure that a full investigation of the facts takes place in each case. (1.61)	Agreed	Section 6 of the "Record of Adjudication Hearing" will be locally adapted to provide the following 3 key elements: evidence written by the reporting officer read out at the hearing; opportunity for the accused to ask questions of the evidence and/or the reporting officer; adjudicator to question the evidence, the accused and/or the reporting officer.	Governor	December 2018



			The Deputy Governor will quality assure a percentage of the Record of Adjudication Hearing documents to ensure full understanding and sufficient enquiry has been made based on the above three elements. A record of the Quality Assurance findings will be shared at the Quarterly Adjudication Standardisation meeting.		
	The use of force				
5.20	Pain-inducing techniques should not be used on boys. (1.73)	Not agreed	Section 5 of Prison Service Instruction (PSI) 06/2014 'Use of Force in the Young People's estate' details the use of Pain Inducing Techniques. Such techniques will only be deployed where absolutely necessary in line with this instruction. This will be monitored by the Minimising and Managing Physical Restraint team and Use of Force Committee.	Governor	
5.21	Body-worn video cameras should be worn by all designated staff to provide audio and visual oversight of all incidents of force. (1.74)	Agreed	A full review of the use and governance of Body Worn Video Cameras (BWVCs) will be undertaken. This review will ensure that the use of BWVC's is an embedded practice within the establishment. To help achieve this, the Governor will work with the local trade unions to promote the need for compliance with PSI 04/2017 – BWVC.	Governor	December 2018
	Separation/removal from normal location				
5.22	The segregation review meeting should analyse comprehensive data to identify trends or patterns in segregation and to reduce further the number of boys segregated. (1.83)	Agreed	Segregation data will be collected on a monthly basis. The data will be analysed on a quarterly basis. Those undertaking the analysis of the data will, as a minimum, include the Care and Separation Unit (CSU) Manager and Safer Custody Manager. In addition other departments will be invited to participate.	Governor	October 2018
5.23	All boys who are subject to restricted regimes should be safeguarded by governance equivalent to that provided for boys in the segregation unit. (1.84)	Agreed	The Behaviour Management Policy will be updated to outline the Governance guidance for those subject to restricted regimes. The Governance arrangements within this document will be based on either national Young Offender Institution segregation governance arrangements (YOI Rule 49) and/or bespoke individualised plans. Those subject to such arrangements will be the subject of a weekly meeting chaired by the Deputy Governor, whereby progressive/supportive actions will be discussed, developed and agreed.	Governor	December 2018



	Residential units				
5.24	All toilets should be clean and adequately screened, with seats and lids. (2.9)	Agreed	Resin-based toilet lids will be provided in all cells across the site. The Benbow residential unit is the only unit that requires screens to be installed due to the location of the toilet. A sample screen was sourced and tested but found to be not fit for purpose. Shower curtains will be sourced and fitted to provide the required privacy to the boys on the Benbow unit by December 2018.	Governor	December 2018
5.25	Trolley phones should be provided on every wing and all boys should be able to shower and make a telephone call each day. (2.10)	Partly Agreed	This recommendation is partly agreed as HMYOI Wetherby has requested a survey to be carried out on all residential units for the installation of shower provisions along with trolley phones and/or fixed phones. However the implementation of this initiative is subject to affordability.	Governor	October 2018
5.26	All boys should be able to wear their own clothes. (2.11)	Partly Agreed	<p>This recommendation is partly agreed as young people on the basic level of the rewards and sanction policy (red level) will not be eligible to wear their own clothing.</p> <p>The local clothing policy will be reviewed with a view to young people on both Silver and Gold level of the rewards & sanction policy being able to have access to their own clothing items.</p>	Governor	October 2018
	Relationships between staff and children and younger people				
5.27	All staff should engage positively with boys and have higher expectations of them. (2.17)	Agreed	<p>The establishment is aiming to roll out the CUSP (Custody Support Plan) programme that is bespoke to each young person, and invest in training that focuses on engaging and improving expectations. This will be completed with input from the Psychology team.</p> <p>Behaviour standards and expectations of young people at the establishment will be communicated to both the staff and residents. The action required to encourage and achieve these standards will be set. Behaviour standards of staff will be addressed on an individual basis through the staff performance management process.</p>	Governor	September 2019



5.28	Consultation arrangements should be promoted to boys and meetings should be held regularly and given a high priority. (2.18)	Agreed	The wing consultation forums will be re-introduced on a bi-monthly basis, and the Young Persons Council scheduled to consider the views from the wing forums. A schedule of planned meetings/consultation events will be created and publicised.	Governor	October 2018
	Equality and diversity				
5.29	A policy should be available to staff and boys which sets out how the establishment will meet the identified equality and diversity needs of boys at Wetherby and Keppel. (2.23)	Agreed	An Equalities strategy will be developed locally looking at how the establishment meets the needs of young people located at both sites. This will be written in conjunction with PSI 32/2011 Ensuring Equality. A dedicated Equalities manager will be recruited who will lead on regular forums for young people with protected characteristics and encourage participation at the Equality Action Group Meeting.	Governor	December 2018
5.30	Information on boys with a disability should be shared with unit staff and, where necessary, unit care plans should be produced to help staff meet the needs of this group. (2.32, repeated recommendation 2.44)	Agreed	<p>Joined up work will begin with Education and Healthcare to ensure regular updates to unit staff are circulated so they are aware of young people with disabilities and how best they are supported.</p> <p>A Personal Emergency Evacuation Plans (PEEP) list is maintained and will be circulated to staff on a weekly basis.</p> <p>Minimising & Managing Physical Restraint (MMPR) handling plans also in place for those young people who require one.</p>	Governor	December 2018
5.31	Staff should use an accredited interpretation service whenever there are issues of accuracy or confidentiality. (2.33, repeated recommendation 2.45)	Agreed	Details of the accredited interpretation service, The Big Word, will be communicated to all staff who have engagement with young people.	Governor	December 2018
5.32	Language which could cause offence should be	Agreed	HMYOI Wetherby will develop knowledge around the establishment so that both young people and staff know how to challenge inappropriate use of	Governor	September 2018



	consistently acknowledged and challenged, particularly when used as an insult. (2.34)		<p>language. An awareness initiative will be undertaken to communicate acceptable behaviour and boundaries to staff and young people.</p> <p>Awareness will be shared with the staff group about when to submit a DIRF and other sanctions that can be applied when inappropriate language is used. This awareness will be shared with young people to inform them that behaviour of this nature will not be tolerated, and victims of such language will be supported.</p>		
	Complaints				
5.33	The complaints procedure should be based on prompt decisions informed by thorough investigations, with effective consultation and quality assurance so that boys are more likely to have confidence in the system. (2.43)	Agreed	<p>Timeliness and quality of complaint investigations and responses is now in place, and subject to ongoing review and monitoring. The Deputy Governor undertakes quality assurance checks and monitors the timeliness of replies on 10% of the complaints received on a weekly basis.</p>	Governor	December 2018
	Legal rights				
5.34	Appropriate facilities should be provided for legal visits to be conducted in confidence. (2.47, repeated recommendation 2.60)	Not Agreed	<p>This recommendation is not agreed as within the main visits hall there are four closed visits rooms and one police interview room which are available for all visitors to book if required. All rooms have closed doors and there have been no issues raised regarding sound proofing or privacy. The booths are normally used for closed visit conditions, however legal visitors have the opportunity to book an individual booth if required.</p> <p>Additionally the lay out of the visits hall does not allow for the building of more rooms. Additional accommodation reconfigurations would be required to increase the number of private interview booths/facilities and as such would be dependent on affordability.</p>	Governor	
	Health services				
5.35	All custody staff should receive regular basic life support training. (2.59)	Partly Agreed	<p>This recommendation is partly agreed as HMYOI Wetherby & Keppel are unable to provide basic life support training to all custody staff and on a regular basis.</p>		



			<p>First Aid Training will however be provided for all Orderly Officers only as they provide managerial cover to the establishment at all times. This is in line with the HMPPS Risk Assessment (PSI 29/2015). The establishment also has further provision via 24 hour Healthcare cover in addition to the complement of trained custody staff.</p> <p>The new prison officer training package has also been reviewed and updated and now includes basic life support training.</p>	Governor	December 2018
5.36	All prison staff should receive regular mental health awareness training. (2.81, repeated recommendation 2.104)	Agreed	Focus CAMHS team (child and adolescent mental health services) have developed a programme for mental health awareness training for prison staff. They are working with business assurance team to identify training dates across the year.	Governor	March 2019
5.37	There should be sufficient access to appropriate therapeutic space to meet the needs of the population. (2.82)	Agreed	The Healthcare Provider will work with the Deputy Governor and Head of Business Assurance to identify what therapeutic space is required, what facilities are required for therapeutic interventions, and processes around booking and access.	Governor and South West Yorkshire Foundation Trust	November 2018
	Catering				
5.38	Boys should be able to eat in association for all meals. (2.89, repeated recommendation 2.111)	Partly Agreed	This recommendation is partly agreed as although all young people will be afforded the opportunity to dine out, facilitating this is subject to any security/risk considerations following operational incidents and therefore this may not be possible for all meals.	Governor	October 2018
5.39	Toast should be provided for boys on all units to supplement the small breakfast packs. (2.90)	Not Agreed	This recommendation is not agreed as HMPPS do not mandate the need to provide toast as part of the breakfast requirement. However, access to industrial style catering toasters was introduced as part of the initiative to reward and re-enforce good behaviour to those on the Enhanced Unit.	Governor	
	Purchases				
5.40	Procedures should be implemented to ensure	Agreed	A local system is to be developed and introduced which allows checks to be made against canteen purchases. It has been agreed that suspected	Governor	October 2018

	that boys are not bullied into giving away their canteen. (2.95, repeated recommendation 2.117)		perpetrators of bullying will be searched for excessive amounts of canteen items and 3 months' worth of canteen sheets will be analysed. New 'TARGET support plans' have been introduced to provide support to those who are victims of bullying.		
	Time out of cell				
5.41	All boys should have access to a full prison regime. (3.4)	Partly Agreed	A full re-profile is currently being undertaken and a full regime will be provided for all young people.	Governor	December 2018
5.42	All boys should have the opportunity for at least an hour's exercise outside every day. (3.5)	Partly Agreed	<p>This recommendation is partly agreed as Prison Rules 1999, Part 2.30 (and PSI 75/2011 relevant to all Prisons) state that a prisoner shall be given the opportunity to spend time in the open-air at least once every day, for such a period as may be reasonable in the circumstances, subject to weather and the need to maintain good order and discipline. Time in the open air means time spent in a situation where the prisoner is able to benefit from fresh air and natural light. Time spent outdoors as part of a formal activity, for example outdoor work or watching or participating in sport, counts as meeting this requirement and therefore the minimum 30 minutes is provided.</p> <p>The establishment will however conduct a review of time afforded in the open air and exercise with a view to maximising access.</p>	Governor	October 2018
	Education, learning and skills				
5.43	Prison managers should ensure that attendance is consistently high to maximise use of sessions. (3.12)	Agreed	Attendance data is to be analysed at the daily meeting at the start of the day, chaired by the Deputy, to ensure that resources are effectively utilised so that access to activity places and time therein is maximised.	Governor	October 2018
5.44	Novus should introduce a suitable curriculum for boys studying entry level English and mathematics. (3.17)	Agreed	The education provision inspector (OFSTED), in their last inspection commented that the progress of Young People from their starting points in English and Maths at HMYOI Wetherby was above expected. HMYOI Wetherby will nevertheless introduce a pre-entry level pathway for young people, including provision for those where English is not their spoken language.	Governor and Director of Novus (education provider)	October 2018



5.45	Prison and Novus managers should ensure that the virtual campus is fully exploited to support boys' learning and resettlement. (3.18)	Agreed	<p>Work on the content of the virtual campus (VC) remains ongoing and the education provider, NOVUS, has already increased the number of VC computers across the establishment including redistribution of VC-enabled machines to ensure greater access. The establishment have also introduced a GCSE pod on VC and will continue to identify new resources.</p> <p>Furthermore, planned forums are to take place to determine what else teaching staff and young people would like to see on the VC and what will be useful. The results of the forums will feed back to the developer. Scheduling dates for the forums remains ongoing.</p>	Governor and Director of Novus (education provider)	October 2018
5.46	Novus managers should ensure that all teachers manage boys' disruptive behaviour effectively. (3.27)	Agreed	HMYOI Wetherby will continue to support staff with behaviour management training to ensure staff keep up to date with current practice.	Governor and Director of Novus (education provider)	October 2018
5.47	Novus teachers should identify spelling and punctuation errors that boys have made so that they can avoid repeating mistakes. (3.28)	Agreed	A new marking policy for the youth estate is currently being devised and will be rolled out by September 2018 in order to further improve making for literacy.	Governor and Director of Novus (education provider)	December 2018
5.48	Novus managers should provide relevant accredited qualification for peer mentors. (3.29)	Agreed	An accredited peer mentor qualification is currently being sourced by NOVUS and will be implemented by the end of the year.	Governor and Director of Novus (education provider)	December 2018
5.49	Novus teachers should challenge boys' inappropriate use of language effectively. (3.33)	Agreed	HMYOI Wetherby will continue to support staff with behaviour management training to ensure staff keep up to date with current practice which will include continually challenging low level behaviour.	Governor and Director of Novus (education provider)	October 2018
5.50	Prison managers should ensure that outreach pathway delivery meets	Agreed	There will be a review of the curriculum being delivered under the Outreach provision between the establishment and Novus managers.	Governor and Director of Novus (education provider)	October 2018

	the needs of all boys. (3.37)				
5.51	The prison should ensure that all boys have adequate access to the full range of library resources. (3.41, repeated recommendation 3.46)	Partly Agreed	<p>This recommendation is partly agreed as HMYOI Wetherby are unable to provide the full range of library resources to all boys such as those subject to segregation or on a restricted regime.</p> <p>A review of the outreach curriculum/provision will be undertaken and access to the library provision incorporated.</p> <p>Additionally, full library provision will be facilitated by either attending the Library or the provision being taken to them. Where young people are unable to attend the library a trolley library service will be provided along with a directory of available material. There is also the provision to purchase newspapers and magazines.</p>	Governor and Director of Novus (library services provider)	October 2018
	Training planning and remand management				
5.52	All looked-after children should receive their entitlements from local authorities. (4.24)	Agreed	<p>Young people who are Looked After are identified within 24 hours of admission and a clear record is kept of this. The Social Work team actively promote that all looked after children should receive their entitlements from Local Authorities, including financial, statutory visits, Looked After Children (LAC) reviews, planning for release, and ensuring that relevant family members are kept informed and included.</p> <p>The Social Work Team will engage with local authorities for looked after children in order to secure entitlements. A service level agreement is in place between HMYOI Wetherby and the Social work team that will be reviewed annually.</p>	Governor	October 2018
	Reintegration planning				
5.53	Prison managers should ensure that they receive and use comprehensive data from community agencies about boys' destinations on release so that the provision can be improved. (4.29)	Agreed	Data from community agencies will be sought post-release and the information received used to improve service standards and quality improvement.	Governor	October 2018



5.54	All boys should be able to access family visits. (4.37)	Agreed	All young people at HMYOI Wetherby will be allowed to apply for family Day visits, subject to individual assessments.	Governor	October 2018
5.55	The needs of boys preparing to engage in offending behaviour programmes should be incorporated into the establishment needs analysis. (4.40)	Agreed	<p>The establishments needs analysis will be reviewed and inform of requirements and demand for offending behaviour programmes.</p> <p>The Programmes team will support young people and enable them to complete intervention courses. This is a multi-agency approach. Support is provided before, during, and after the 3 main courses offered at HMYOI Wetherby which are JETS (Juvenile Enhanced Thinking skills), LMV (Life Minus Violence) and ART (Aggression Replacement Training). Each young person will have a one-to-one weekly session with their tutor, and the tutors write to parents and carers asking for their support whilst young people undertake courses. Following completion, a celebration event is held and further on, the tutors will meet with the boys to complete a progress review document.</p>	Governor	November 2018

Recommendations	
Agreed	41
Partly Agreed	10
Not Agreed	4
Total	55